



ARTHUR S. JONES, T.E.A.M. Executive Director

"TEAM MIXER"

*Celebrating the Fulfillment of our
Second Annual Program Goals*

ROBERT TREAT HOTEL

JUNE 27, 1969

A MESSAGE FROM THE EXECUTIVE DIRECTOR,

ARTHUR S. JONES

During the second year of our program, we "came of age" in the sense that we realized the immensity of the problem and began to develop techniques and methods for its solution. We expect to continue to refine and perfect these methods in the future months to the fullest extent possible.

We expect to render an ever fuller range of pre-employment and post-employment services to our enrollees this coming year, since experience has taught us that, without these services, ghetto residents will find it extremely difficult to find their way into the mainstream of society.

The success of our program is reflected not in numbers alone, but in the faces of men and women whose frustrations have been lifted by the reality of a good paying job or a promising training opportunity.

TEAM is blazing a new frontier in the world of employment. Companies who have pledged their support to TEAM and others who have indicated a desire to join TEAM's plans, (a new frontier in the world of employment) have certainly helped to exemplify the fact that cooperation through communication from the business world are the rules by which TEAM and its enrollees measure the successful fulfillment of the unemployed and underemployed.

A careful survey has shown we have thousands of men and women waiting in the wings to become a part of TEAM success. For this reason, TEAM will endeavor to make their wishes become a living reality through our continued concentrated effort to secure job opportunities.

We look forward in the third year to an expanding and accelerated program. Only in this way can TEAM solidify and capitalize on the gains made over the past two years. Many additional thousands of hard-core unemployed people in Newark need TEAM as their advocate and as a broker between themselves and the private and public employing sectors of the Newark Area. To the fulfillment of these objectives TEAM stands ready to devote its full energy and resources.

ARTHUR S. JONES
Executive Director

**REPRESENTATIVES OF THE CITY OF NEWARK AND THE
UNITED COMMUNITY CORPORATION, CO-SPONSORS OF
TOTAL EMPLOYMENT AND MANPOWER, INC.**



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Mayor
City of Newark



REV. LEVIN WEST
President
United Community Corporation



DR. L. SYLVESTER ODOM
Executive Director
United Community Corporation

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THE YEAR IN REVIEW



JOSEPH A. CLARIZIO
Deputy Director

Welcome to TEAM MIXER II. It is this linkage between Manpower programs, the City Administration, the United Community Corporation, the business community and other cooperating agencies that enable us to be successful.

As everyone realizes, it is essential that employers - private and public - continue to become more deeply involved in and committed to the disadvantaged and their problems. To this they must become involved and address themselves to the problem of employment to the maximum extent possible.

The response to our TEAM MIXER from the business community assures us that the 11 million poor people for whom employment could be an escape route from poverty, is very encouraging. With your continued help and assistance, you aide us in removing barriers to their gaining employment. To this we are very appreciative and grateful.

The Newark TEAM program got up off the ground during the post-riot, post-revolution, post-civil disorder, etc., on or about August 14, 1967.

On or about August 14, 1967, Center #1 went into business at West Kinney Junior High School which is located at W. Kinney and Livingston Streets. This school is situated in the heart of the target area and within a two-mile circumference of the area most heavily damaged during the summer disturbance.

When we opened our doors for service, the atmosphere was filled with hostility, suspicion, and additional unhealthy negative factors. But in spite of this, we went on to formulate the mechanics of making the TEAM concept operative and meaningful to the community.

We are now situated at our permanent location, 364 Springfield Avenue. This area was one of the hardest hit areas during the 1967 disturbance. The merchants and businessmen in this area were especially pleased upon our arrival. They told me that our program seemed to revitalize an area that had almost become disolate. But we are not free from problems due to the fact that we are also in the center of one of the heaviest narcotic traffics in this city. Having personnel and staff who are knowledgeable of the area and who are extremely compassionate towards the people we service has made the burden much lighter.



EUGENE H. THOMPSON
Director, Center #1

Center No. 2 is unique! We have approximately 75% non-English speaking applicants at this Center due to the census tract covered being heavily populated by Spanish speaking persons.

Because of this, we have an Adult Basic Education program (English as a second language) built into the Orientation classes. Also, Project 309 at the Skill Center offers further Basic Education to the applicants.

Earlier in the program, we had a problem in placing Spanish speaking applicants into employment; however, this problem has been alleviated somewhat. More jobs have been developed for non-English speaking and/or Bi-lingual applicants.

In order for this Center to service more of the hard-core Spanish speaking applicants, we would like to extend or change our census tract to include the Bishop Walsh homes located on McCarter Highway, and include the Ironbound section, whose residents are in dire need of the many services offered by TEAM.



LEON VANNELLI
Director, Center #2

In the second program year, the TEAM staff and associated groups and individuals have again demonstrated their ability to understand and resolve the problems that have blocked many of the persons whom we serve from taking their rightful place in this society. In accomplishing this, the contracted goals have again been surpassed.

In behalf of those who have been served I say thank you to all of the persons who have worked so hard to make TEAM a success.

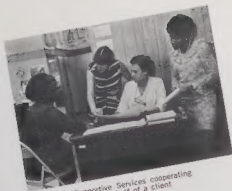
In addition I would like to say thank you to a group of people often forgotten when thanks are being given out. In behalf of the staff of TEAM I say thank you to those community people who have had faith in TEAM and who gave us the opportunity to work with them and for them, for it is well to remember that without the support of the residents of our community we could not have reached our goals.



WILLIAM O. GARDINER
Director, Center #3



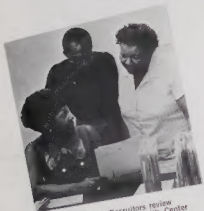
DONALD MACKEY
Chairman of TEAM Mixer



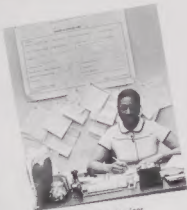
Supportive Services cooperating
in behalf of a client



Job Developers



Out Reach Recruiters review
application of enrollee with Center
#1 Office Manager



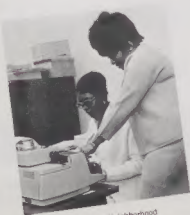
Supportive Services



Executive Secret



Orientation



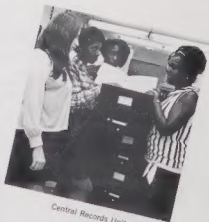
Training of Neighborhood
Youth Corp. Enrollee



Secretary to Ad
instructing a Ne
Corp. e



Center #2 Spanish Speaking
Orientation Class



Central Records Unit



series



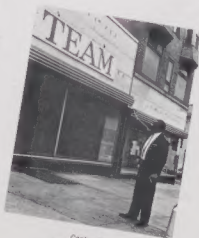
Day Care



State Employment Service



Administrative Staff
Neighborhood Youth
Enrollee



Center #3
Asst. Center Director



Out Reach Recruiters

ADMINISTRATIVE STAFF

ARTHUR S. JONES, Executive Director

JOSEPH A. CLARIZO, Deputy Director
CAROLYN KELLEY, Public Information Director
ENRICO MONTEFORTE, Fiscal Manager
JAMES E. TEAGUE, Orientation Coordinator
LARRY McNEIL, Supportive Service & Training Coordinator
MARTA HARRIS, Asst. Training Coordinator
ROSE PADILLA, Field Representative
MARK KAPCHUK, CRU Supervisor
SARAH GRAY, CRU Asst. Supervisor
CRAIG BENNETT, Technical Assistant
LEE G. DAVIS, Outreach Coordinator
BARBARA SMALL, Administrative Secretary

LEOLA GUILFORD, Executive Secretary
ALICE WILSON, Executive Secretary
LUCILLE JOHNSON, Secretary
CHRISTY BECK, Secretary
RUTH MAJEED, Secretary
RICA BEATTY, Secretary
CLIFFORD SHARP, Asst. Fiscal Manager
DORIS HELMS, Payroll Clerk
ELVIRA SANTORO, Bookkeeper
MYRTICE ROBINSON, Sr. Bookkeeper
NICHOLAS SYRACUSE, Accountant
RICHARD POLITE, Clerk

ORIENTATION

Center No. 1

TIMOTHY HARVEY, Supervisor
GREGORY JENKINS
CHRISTINE SHEPARD
ROBERT CLARK
DESBRETTA YATES
JACQUELINE SCOTT

Center No. 2

GLORIA GREENE, Supervisor
ENRIQUE LIBOY, Supervisor
PETRA GARCIA
CAROL JONES
GEORGE BALLARD

Center No. 3

JOSE SANCHEZ, Supervisor
MAXWELL JAZZARD
FRANCES CAUTHEN
ILENE HILL
BARTHONIA BEY

OUTREACH COMPONENTS

Center No. 1

EARL ALLAH, Supervisor
LENOX HIGHTOWER
ALFRED BASKERVILLE
EDWARD HIGGINS
ALFRED JOHNSON
RUBEN JOHNSON
MARY JONES
RICHARD LITTLE
JESSE MORRISON
EDUARDO PEREZ
MILTON TAYLOR
LAURA WALKER
ROBERT WASHINGTON

Center No. 2

EARL RITTER, Supervisor
HESTER DAVIS
ALEXANDER DIAZ
THOMAS GONZALEZ
OSCAR HERNANDEZ
ANDREW HOLLINGER
FLORENTINA HUERTAS
RICHARD PAYNE
JOHN RAMOS
LORRAINE SPRUELL
JOSIAH WHITLEY
SANDRA YOUNG

Center No. 3

CALVIN P. MILLER, Supervisor
HERMAN WILLIAMS
JOSEPHINE WOODS
JOSEPH BALDWIN
RICA BEATTY
EDWARD DOWELL
JOHN HARVEY
LAVERNE HOLLOWAY
EMMETT JENKINS
IRVING JOHNSON
BETTY MOSS
SYLVESTER PERRY
CHARLES RANGE
WAYNE AUSTIN

STATE EMPLOYMENT SERVICE

JOHN BRANTLEY, Manager
LEON KASPARIAN, ES Supervisor 1

THELMA TERRY, ES Clerk
IRIS COLLAZO, Senior Counselor

Center No. 1

Interviewers
MELBA DAVIS
BLANCHE JONES
WINIFRED WALDRON
ALICE GEORGE
JAMES LIGGINS
MARY PIPKINS
EDGAR REID
BETTY WILLIAMS

Counselors

ANNETTE YOUNG
NAOMI SHAPIRO
Statistical Clerk
LILLIAN WOMACK

Sr. Interviewers
WELDON MONTIGUE
SEYMOUR ZUCKER

E.S. Supervisor 1
EARL LAWRENCE

Center No. 2

Interviewers
MYRTA BERNARD
GERALD PETER
DELMA ALLEN
ASTRYD CRESPO
DONALD MACKAY
ERNESTINE JOHNSON
WINSTON VELEZ

Counselors

ALLEN LEMERMAN
CAROLYN LEMERMAN
BARBARA RUSSO

Senior Interviewer
THOMAS SEAMAN

E.S. Supervisor 1
KENNETH MCFADDEN

Clerk
CARRIE KITRELL

Center No. 3

Interviewers
HELEN BREWTON
EDNA BLOMQUIST
SAM HAYNES
ALFRED JOHNSON
ROBERT SCHOLTZHAUER
LINDA SIMMS
FRED STALKS

Counselors

VIRGINIA CAMBELL
JEAN CANNON
LANGSTON MILES

Clerk

ANNETTE BROWN
Senior Interviewer
ELENE QUEINN

E.S. Supervisor 2
CLARA HORSLEY

FAMILY SERVICE STAFF

ABBIE STEBBINS, Supervisor
MARY FAWCETT, Coordinator
EVA STEWART, Center No. 1
ADA COLE, Center No. 1
YOLANDA ARENCEBIA, Center No. 2
CARMEN SOTO, Center No. 2
ELAINE TATUM, Center No. 3
CARRIE GRAVES, Center No. 3

JOB DEVELOPERS

LENORA SMITH, Coordinator
CHARLES MITCHELL, Sr. Job Developer
ANN CALLOWAY
PETER DAVIS
HERMAN FOLKES
RAMON PEREZ
THURMAN SMITH
CLARENCE WILLIAMS

WESTERN ELECTRIC STUDY

In October of 1968 TEAM undertook the responsibility of researching the Western Electric training program at 200 Central Avenue. Nearly a dozen members of TEAM's staff worked on the report which was completed in early May. The following excerpts are taken from an article which appeared on June 8, 1969 in the Newark Sunday News.

"A new study has turned up evidence that the most restless segments of the black and Puerto Rican communities - single young men who didn't finish high school - are the hardest to train for jobs."

"The study was conducted by Total Employment and Manpower (TEAM), a Newark agency, among 143 persons it placed last year in the Western Electric Co. inner-city training shop at 200 Central Avenue."

MAJOR FINDINGS

"The study, which includes 46 tables and charts, analyzes the backgrounds of trainees who finished the program and are employed, those who dropped out and those who were dismissed. Among the major findings are:

- ☆ Women had higher completion rates than men at every age level.
- ☆ Men over 20 stayed with the program much more than younger men.
- ☆ Married men, particularly the youngest, had higher completion rates than those who are single or separated.
- ☆ In contrast, age and marital status had no relationship to the performance of women trainees.
- ☆ For both men and women, there was a direct link between their education level and their success in training.
- ☆ Many factors - including race, physical handicaps, military status, previous training, type of previous work and dependence on welfare - had no apparent bearing on how a person fared in the Western Electric program."

"The Western Electric facility, which provides technical and clerical training, was opened in March 1966 as part of the Bell System's 'Jobs Now' project for city residents. Nearly 600 have been enrolled so far, and 226 have already moved into permanent jobs with the company. Another 135 are currently in training."

FAVORABLE RESPONSE

"The TEAM researchers also interviewed 109 present and former trainees and found the vast majority - even those who had been dismissed spoke favorably of the program, its instructors, company supervisors, pay scales and promotion procedures."

"TEAM and Western Electric officials have been reviewing the report and the program. The training is expected to continue, with some shifts in emphasis."

TURNOVER RATE

"A Western Electric spokesman said the company is generally satisfied with results. He said the turnover rate has been only 20 per cent, about twice that for regular workers, and 'this is not out of line'."

TEAM'S YEAR IN RETROSPECT

With little more than nine months of the second CEP year completed the program has once again fulfilled its contractual obligations with the government long before its deadline. Nearly 1400 people have been placed in training, while more than 1,000 individuals have been sent to permanent employment. The testing and experimentation that was such a prevalent part of TEAM's initial year has reaped definite benefits in the overall efficiency and operation of the program. A more mature TEAM has made significant strides in undermining the high unemployment rates that plague many sectors of the community. Among the most noteworthy accomplishments are:

1. More than 4,000 persons were serviced by the program; nearly 3,000 of these were recruited by outreach personnel.
2. The communication and cooperation between TEAM and the business community of the Greater Newark area, which developed during the first year has continued. During this contract year, more than 3500 jobs were developed.
3. The provision of supportive services, both medical and dental, has progressed smoothly; over 1,600 have received physical examinations and nearly 1,200 individuals have benefited from TEAM after-care services.
4. The Orientation Component has provided pre-employment training for nearly 2,000 enrollees. Recently, the length of the Orientation training period was increased from two (2) to three (3) weeks. In addition, special English as a second language instruction was instituted for all non-English speaking trainees.
5. This year, for the first time, Federal agencies were enlisted directly in the providing of jobs for hard-core persons. TEAM recruited, counseled and provided remedial education for persons referred to two pilot worker-trainee programs: the Post Office's Job Opportunity Program and Project Value sponsored by the Department of Defense. In both these programs, persons were accepted who would not otherwise have gained access to Federal employment.
6. The established and continued operation of the "Central Recording Unit", a computerized data collection unit which records the entry, status change and termination of all those who are enrolled in the program.
7. TEAM is making every effort to evaluate the importance of its impact on the Newark community. A study of its relationship with the Western Electric training shop as well as an ongoing follow-up of all placements are prime examples of this venture.

FRIENDS OF TEAM

Alan Jones
Althea Griffin
Lester Russel
James Bishop
George Quarles
Eleanor Starks
Clive Krygar
Henry Hill
Martin Bagden
Dr. George Sternlieb
Mildred Barry
Dr. William Chase
Dr. Ivor Peterson
Arthur Williams
George Hicks
Thomas Carmichael
Jeri McRimmon

Carroll Gardiner
Lester Gardiner
George Fontaine
Rose Pearson
Sam Signorello
Bob McQueen
John H. Hurley
James O'Rourke
Carl Oswald
Low Perkins
Fred Biunno
Edward Kirk
Ruth McClain
George Peoples
George Jackson
James Blair
Ken Peterson

Jesse Langston
Ernie Ashley
Lewis Graves
Bill French
Anthony Perez
Maria Maccettelli
John Walsh
Aiden J. Kenny
Captain Barillari
Gloria Dell'Ono
Rocco Ciccolini
Dr. W. L. Cassio
Dr. Virgil C. Hayes
Dr. William Hayling
Dr. E. R. Washington
Dr. D. Pearl
Dr. E. Shelton

Dr. T. Winslow
Vera Dukes
Marietta Little
Arra Goode
Joseph Maulamo
Ralph T. Geller
Gustav Henningberg
James Keys
Charles Hillman
Bill Jacobs
Michael O'Keeffe
Robert Wilson, Local #174
Edna Hall
Dr. James Slaughter
Richard Marshall
Paul Reilly
Jack Trugman Esq.

PARTICIPATING COMPANIES

Kings Supermarket
Kleen Stech
Lester Sals
Lilla Pretzel
M. G. M.
Max Cloth Maint. Service
Main & Day Sandwich Shop
Major Jeter
Max Sengal
Mansury Lighting Prod.
Marie Industries
Metropolitan Insurance
Mica Craft Products
Midtown Muttun Co.
Miele Iron Works
Milk Bar
Monroe International
Mountain State College
Mouss Company
Morgan Electric
Mrs. Mace
N. J. Police Training
N. J. Regional Drug Abuse
Agency
National Shuttle Board
National Spring Co.
Navy Co.
New Jersey Tanning
New Site Optical
New Trend Store
Newark Airport Motel
Newark City LDP
Newark Board of Education
Newark Paper Box
Newark Facilities Paper Co.
Newark Steel Products
Newark Truck Parts
Newfield Manor
North Jersey Comm. Union
N.Y. Tel. Corp.
Orie Biondi
Olympic J.
Otis R. May

Outdoor Clothing
Panel Board Mfg.
Park Avenue Nursing Home
Parks Central Railroad
Par Corporation
Pezkin Hardware
Pittsburgh Plate Glass
Pir Mfg.
Pura Plaster
Polster's
Poly Trim
Portable Light
Presbyterian Hospital
Proter Products
Prudential Insurance
Public Service
Quality Furne
Quinn Boden Co.
RSH
Rampco Industries
Raynolds Aluminum
Richards Deck
Rich's Mfg.
Rovins Corp.
Royal Sewing
Rock Stone
Slovak & Son
Sally's Restaurant
St. Michael's Hospital
Sturges Hotel
Supermarket - General
Synthetic Plastics
Tanner Shouse & Dress
St. Barnabas Hospital
S.E. Vernon
Sears Leather
Service Liquors
Serrafico Restaurant
Sullivan Drug
Sullivan Bros.
Sungel Shop
Sue's Pina Avenue

Sandoz
Stanley Tool
S & B Perick
Shawin Williams
Sherman Mfg.
D. W. Sullivan
Sears Auto Center
Sears Hall
Sport Fashion
Standard Overall
Steinbocker Product
Sterling Gas Station
Tailorbrook Clothes
Tiffany Company
Thomson Closing Ring Inc.
Town-Cliffe
Tow-Kit Mills
Trans World Air Lines
Two Guys
Uni-Pak
United Auto Ware
United Community Corp.
United Parcel
United Vendors
Vita Pastry
Wendroff
Wilbur Leather
Wiss & Company
Wojewicz Products
Williams Food Products
West Chester Timber Corp.
Worthington Pump
Walter Koller
Weld Products
Wight Oliver
Wilson & Terman
Wink Coats
Winkler Closures
Wilson Bath Co.
F. W. Worthington Co.
Worrell
Zaner National Center

